

What is the NETL's role?

The NETL, under Title 10, Code of Federal Regulations, Part 1040, is responsible for implementing and enforcing Title VI of the Civil Rights Act of 1964 and related statutes for its Federally assisted programs.

If you believe you have been discriminated against under a program funded by the NETL, you may submit a complaint to:

Nancy Vargas
EEO/Diversity Office
National Energy Technology Laboratory
626 Cochran's Mill Road
P.O. Box 10940
Pittsburgh, PA 15236
(412) 386-4654
Fax (412) 386-4561

What if the recipient retaliates against me for asserting my rights for filing a complaint?

You should be aware that a recipient is prohibited from retaliating against you or any person because he or she opposed an unlawful policy or practice, or made charges, testified, or participated in any complaint action under Title VI. If you believe that you have been retaliated against, you should immediately contact the:

Director
Office of Civil Rights and Diversity
U.S. Department of Energy
1000 Independence Avenue, S.W.
Washington, D.C. 20585
(202) 586-2218 and
TDD (202) 586-5329



National Energy Technology Laboratory

Nancy Vargas

626 Cochran's Mill Rd.	3610 Collins Ferry Rd.
P.O. Box 10940	P.O. Box 880
Pittsburgh, PA 15236-0940	Morgantown, WV 26507-0880
Tel: (412) 386-4654	Tel: (304) 285-4510
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Visit our web site at: www.netl.doe.gov

Part of the Fossil Energy Web Network

Customer Service 1-800-553-7681



Your Rights

Under Title VI of the Civil Rights Act of 1964

No person in the United States shall, on the ground of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving Federal financial assistance.

U.S. Department of Energy

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“Simple justice requires that public funds, to which all tax payers of all races contribute, not be spent in any fashion which encourages, entrenches, subsidizes, or results in racial discrimination.”

(President John F. Kennedy, in his message calling for the enactment of Title VI, 1963).

What is Title VI?

Title VI of the Civil Rights Act of 1964 is the Federal law that protects individuals from discrimination on the basis of their race, color, or national origin in programs that receive Federal financial assistance.

What programs are covered by Title VI?

Approximately 30 Federal agencies provide Federal financial assistance in the form of funds, training, and technical and other assistance to State and local governments, and non-profit and private organizations. These recipients of Federal assistance, in turn, operate programs and deliver benefits and services to individuals (known as “beneficiaries”) to achieve the goals of the Federal legislation that authorizes the programs.

Federally assisted programs address such broad and diverse areas as:

- ◆ elementary, secondary, and higher education
- ◆ health care, social services, and public welfare
- ◆ public transportation
- ◆ parks and recreation
- ◆ natural resources and the environment
- ◆ employment and job training
- ◆ housing and community development
- ◆ law enforcement and the administration of justice
- ◆ agriculture and nutrition

What discrimination is prohibited by Title VI?

There are many forms of illegal discrimination based on race, color, or national origin that can limit the opportunity of minorities to gain equal access to services and programs. Among other things, in operating a federally assisted program, a recipient cannot, on the basis of race, color, or national origin, either directly or through contractual means:

- ◆ Deny program services, aids, or benefits;
- ◆ Provide a different service, aid, or benefit, or provide them in a manner different than they are provided to others; or
- ◆ Segregate or separately treat individuals in any matter related to the receipt of any service, aid, or benefit.

What will the National Energy Technology Laboratory do with my complaint?

Once a complaint is filed, the NETL will review it to determine whether we have jurisdiction to investigate the issues you have raised. Each agency’s procedures are different, but an agency generally will investigate your allegations and attempt to resolve violations it has found. If negotiations to correct a violation are unsuccessful, enforcement proceedings may be instituted.



How can I file a discrimination complaint?

Each Federal agency that provides Federal financial assistance is responsible for investigating complaints of discrimination on the basis of race, color, or national origin in the use of its funds. If you believe that you or others protected by Title VI have been discriminated against, under a program or activity funded by the Department of Energy, you may file a complaint within 180 days of the date of the alleged discrimination. It should describe:

- ◆ Your name, address, and telephone number. Your complaint must be signed. If you are filing on behalf of another person, include your name, address, telephone number, and your relation to that person (e.g., friend, attorney, parent, etc.)
- ◆ The name and address of the agency, institution, or department you believe discriminated against you.
- ◆ How, why, and when you believe you were discriminated against. Include as much background information as possible about the alleged acts of discrimination. Include names of individuals whom you allege discriminated against you, if you know them.
- ◆ The names of any persons, if known, that the investigating agency could contact for additional information to support or clarify your allegations.